

NATIONAL EDUCATION (IRELAND).

NEW RULES AND REGULATIONS,
1900-1.

Presented to Parliament by Command of His Majesty.



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NEW RULES AND REGULATIONS.

I.—RULES APPLICABLE TO ALL PRINCIPAL AND
ASSISTANT TEACHERS.

1. All Principal and Assistant National Teachers (except the Teachers of Monastery and Convent Schools, paid by capitation rate) are divided into three grades—the first, or highest grade, containing two sections. Gradation.

2. The number of Teachers recognised in each grade above the third grade, and in each section of the first grade, is fixed from time to time by the Commissioners.

3. The Commissioners periodically fill vacancies in the first and second grades in accordance with the prescribed conditions.

4. The system of promotion by examination and service, hitherto in force, is abolished for all Teachers.

5. Annual examinations of Teachers, except Queen's Scholars, provisionally recognised Teachers, Pupil Teachers, and Monitors, are abolished.

6. In future a Teacher, on leaving a Training College and receiving a diploma and certificate, will have no further examinations to undergo. The Training Certificate will set forth the attainments and specify in detail the qualifications of a special character, if any, possessed by the Teacher.

7. A Roll or Register of National Teachers is kept in the Education Office. This Roll shows the grade, classification, qualifications, position in schools, service, promotions, depressions, &c., of each Teacher.

8. Teachers of exceptional ability and qualifications are eligible for appointment as Sub-Inspectors of National Schools.

9. A special rate of Salary (called the Grade Salary) is fixed for each grade of Teachers. The Grade Salary in every case includes the corresponding Class Salary as fixed under the Rules in operation in the year 1892, and also 20 per cent. additional to such Class Salary. Grade salaries and Continued Good Service Salaries.

10. A special scale of Continued Good Service Salaries is also arranged for each Grade of Teachers. The Grade Salary may be supplemented by periodic awards of Continued Good Service Salary, according to the scale of such Continued Good Service Salary arranged for the Grade. Awards of Continued Good Service Salary may be made to Teachers of schools with an average attendance of twenty pupils or above, when the Commissioners are satisfied that the work done in the school is satisfactory, and that reasonable progress has been made in the proficiency of the pupils.

11. The following are the rates of Grade Salary and scales of Continued Good Service Salary for teachers in schools having an average attendance of twenty pupils or upwards. The grant of Continued Good Service Salary is made triennially. The date from which any award of Continued Good Service

Salary may be made is determined by the Commissioners. The Commissioners reserve to themselves the right to alter the rates of Grade Salaries and the scales of Continued Good Service Salaries from time to time with the approval of the Treasury.

Scales of salary and increments (Principal Teachers).

(a) Males.

(b) Females.

Grade.	Grade Salary.	Continued Good Service Salary— Essential Increments		Maximum Income on basis of Essential Capitation Grant.
		Increment	Number of Increments	
III.	£ 54	7	3	77
II.	87	10	2	107
I.	117	10	1	127
I.	130	12	3	175
III.	44	7	3	65
II.	73	8	2	89
I.	97	8	1	105
I.	114	9	3	141

Scales of salaries,
Assistants.

ASSISTANTS.

- (a) Assistants generally, { Males, from £56 to £77.
Females, from £44 to £65.
- (b) Assistants entitled to { Males, from £56 to £86.
Bonuses under Irish }
Education Act, 1892, . } Females, from £44 to £72 10s.

The increments of Continued Good Service Salary are at same rate as for III. Grade Principals. The Bonus is awarded when it becomes due in addition to the increments of Continued Good Service Salary.

Capitation Grant. 12. A portion of the total State Grants available for the payment of Teachers' incomes is allocated as an Annual Capitation Grant.

This portion of the teachers' incomes is liable to fluctuation in accordance with the average attendance at the schools and with other conditions. The distribution of the Capitation Grant as between Principals and Assistants is made in accordance with the following scale—

Average Attendance at School.	Number of Assistants.	SHARE OF RESIDUAL CAPITATION GRANT.				
		Principals	Assistants			
		—	1st.	2nd.	3rd.	4th.
80	1	60	30	—	—	—
95	1	60	35	—	—	—
100	2	60	35	5	—	—
120	2	60	35	20	—	—
140	2	70	35	25	—	—
165	3	80	35	35	35	—
230	4	90	35	35	35	35
	kc.	kc.				

Payments to
Teachers of small
Schools.

13. Teachers of small schools, situated on the mainland, with an average attendance under 10, are paid a Capitation Grant of £1 15s. and Residual Capitation Grant, for each pupil in average attendance. If such schools are on islands remote from the mainland, the teachers may receive a Capitation Grant of £3 10s. and Residual Capitation Grant, for each pupil in average attendance.

14. Teachers of small schools, with an average attendance of 10 but under 20 pupils, are paid uniformly, in lieu of all emoluments from the State, at the salary fixed for Female Teachers of the Third Grade, with Residual Capitation Grant, but are not entitled to Continued Good Service Salary. It is desirable that Teachers of schools with averages from 10 to 19 pupils should be women.

15. The incomes granted to Teachers are their remuneration from the State for all work done during "school-hours," as defined in Rule 9 (Code of 1898), except where otherwise provided. In the case of schools having the privilege of paid Monitors, the State incomes must also cover the necessary extra special instruction of such Monitors.

16. Principal Teachers do not lose the grades to which they have attained, on account of decline in the average attendance at their schools, but their salaries may be reduced in accordance with Rules 24, 25, 26, and 27.

17. Principal Teachers out of employment for a time retain their respective grades, provided they obtain re-employment within a year as Principals. If not re-employed within a year, the Commissioners determine whether, when re-employed as Principals, they can retain their former grades or in what lower grades they may be recognised, respectively. This regulation does not apply to Principals who may be dismissed from their schools for irregularities, breaches of rule, &c. Principal Teachers if re-employed as Assistants come under the rules applicable to Assistants.

18. Promotion from a lower to a higher grade, and from the second to the first section of the highest grade, depends on (a) training; (b) position in school; (c) ability and general attainments; (d) good service; (e) seniority. Promotion.

19. No Teacher of a school in which the average attendance is under thirty is eligible for promotion to the second grade.

20. No Teacher of a school in which the average attendance is under fifty, is eligible for promotion to the first grade.

21. No Teacher of a school in which the average attendance is under seventy, is eligible for promotion to the first section of the first grade.

22. A Teacher promoted from a lower to a higher grade receives, on promotion, the salary fixed for the grade to which promoted, but without any immediate addition of Continued Good Service Salary. Teachers must, as a rule, remain three years on the maximum of a grade before becoming eligible for promotion to a higher grade.

23. The time during which a Teacher is out of employment does not count as service on which an award of Continued Good Service Salary may be based.

24. Teachers of the first grade shall not have their salaries reduced on account of decline in the average attendance, unless the average is below thirty-five for one calendar year.

25. Teachers of the second and third grades shall not have their salaries reduced on account of a decline in the average attendance, unless the average is below twenty for one calendar year.

26. Should the decline in the average attendance appear to the Commissioners to be due to a Teacher's inefficiency, or neglect of duty, the salary is liable to reduction at any time irrespectively of the numerical extent of the decline.

27. The income of any Teacher may be decreased for inefficiency or other sufficient cause at any time at the discretion of the Commissioners.

Promotion of
Assistants—
Income.

28. Assistants on promotion to Principalships receive an initial income of (a) Grade Salary, or of (b) Grade Salary and Continued Good Service Salary combined, equal to their incomes as Assistants under one or other of these heads, as the case may be.

Recognition of
Assistant
Teachers.

29. The recognition of future Assistant Teachers, and the continued recognition of existing Assistant Teachers, will be determined, so far as the condition of an adequate attendance of pupils is concerned, by the average attendance for the calendar year ended on the 31st December. If the average attendance required for an Assistant in any school is sufficient for any calendar year ending on the 31st December, such Assistant may, as a rule, be recognised till the end of the calendar year ending on the 31st December immediately following, although the average attendance for such succeeding calendar year is not sufficient under the rules. At the end of such calendar year of insufficient average attendance, the Assistant can no longer be recognised under any circumstances, and it must be assumed that the services of such Assistant are no longer required.

No new Assistant can be recognised, except in the case of Schools aided by the Commissioners for the first time, and no Assistant can be restored to recognition, unless the average attendance for the calendar year ending on the 31st December immediately preceding the date from which application is made for recognition, is sufficient under the rules. But should the average attendance for the calendar year ending on the 31st December, during which an Assistant is appointed or continued, prove sufficient under the rules, recognition of such Assistant may be granted from the date of such appointment.

The privileges provided in this rule will be extended only to cases of Assistants in schools where the average attendance has been reduced temporarily owing to epidemics, extreme severity of weather, or other exceptional cause. In schools in which it is obvious that the attendance has permanently declined below the required number, or in which there is no exceptional cause to account for the falling off in the attendance, recognition of an Assistant may be withdrawn at the end of the second quarter in which such reduction in the attendance is manifested.

30. The rules relating to the average attendance required to warrant the appointment or retention of Assistants shall be regarded as in operation from the 1st April, 1900; but decisions on questions of average attendance that were provisionally made by the Commissioners, before the time these Rules received the final sanction of the Government and the Treasury, under the Rules hitherto in operation or under interpretations of the Rules hitherto in operation, and which were deemed equitable during the transition from the old system of payments to the new system of payments, shall be deemed as valid decisions. Further, cases in which the application of the new Rules as to average attendance would deprive, during the twelve months ending 31st December, 1901, existing Teachers of privileges as to average attendance acquired under the old regulations, shall be specially considered, and in all such cases the Commissioners may grant the Teachers the benefits of the old regulations for the twelve months in question.

II.—RULES SPECIALLY APPLICABLE TO PRINCIPAL AND ASSISTANT TEACHERS APPOINTED ON OR AFTER THE 1st APRIL, 1900.

Classification
abolished.

31. The "classification" of Teachers, as hitherto understood, is abolished in the case of Teachers appointed on or after 1st April, 1900.

Gradation

32. Teachers recognised for the first time on or after the 1st April, 1900, rank, on appointment, in the third grade only.

33. No Teacher appointed for the first time, on or after the 1st April, 1900, is eligible for promotion beyond the third grade if not trained in a recognised Training College, unless under exceptional circumstances and by special order of the Commissioners. Promotion.

34. No Teacher appointed for the first time, on or after the 1st April, 1900, trained or untrained, is eligible for promotion beyond the third grade while recognised as an Assistant, unless under exceptional circumstances and by special order of the Commissioners.

35. No person appointed Principal Teacher for the first time, on or after the 1st April, 1900, can be recognised in that capacity if not trained in a recognised Training College, unless under exceptional circumstances and by special order of the Commissioners. Recognition as Principal.

III.—RULES SPECIALLY APPLICABLE TO PRINCIPAL AND ASSISTANT TEACHERS APPOINTED PRIOR TO THE 1st APRIL, 1900.

* 36. (a.) Principal and Assistant Teachers in the Service before the 1st April, 1900, will be awarded incomes under the new regulations, at least equal to their average emoluments under the old regulations from State sources, for the three years ended on the 31st March, 1900. The portions of these incomes, consisting of Grade Salary, or of Grade Salary and Continued Good Service Salary combined, as the case may be, will be *personal* to the Teachers concerned, and may be retained on change from one school to another, provided (1) that the average attendance in the school to which a Teacher changes, is sufficient under the new Rules to warrant a payment equal to the personal portion of the income, and (2) provided that there is no alteration in the rank of the Teacher from Principal to Assistant, or from Assistant to an inferior position owing to the change of school. Incomes of Teachers in the service before the 1st April, 1900.

If the average is not sufficient under the new rules to warrant the Teacher's former salary, or if the Teacher is reduced in rank, the Teacher will be awarded such lower income as the average attendance may warrant, or such as his position may warrant, provided the latter income does not exceed his former income as Principal.

Should, however, the income of any Teacher (exclusive of Residual Capital Grant), awarded under the rules, be higher than the maximum Grade Salary and the maximum Continued Good Service Salary combined, as fixed in the scales of salaries, such income can be retained on change of school, provided the average attendance at the school to which the Teacher changes is not less than the average attendance at the school which the Teacher has left, and also provided that the circumstances of the two schools are similar as regards the emoluments of the teaching staffs taken into consideration when fixing the incomes on the 31st March, 1900, and, further, provided that the Teacher is employed in a similar capacity in the school to which transferred to that in which the Teacher was employed in the school from which the change has been made. If these conditions are not fulfilled, the amount of the salary of the Teacher on change of school will be specially determined by the Commissioners.

Principal Teachers in the Service before the 1st April, 1900, while retaining their present classification, come for financial purposes under the new system of gradation and consequent emoluments in accordance with the conditions laid down in Rule 37. Classification retained.

* NOTE.—In the case of Teachers who are Candidates for promotion at the annual examinations of 1900, or who had entered as Queen's Scholars into Training Colleges for the year of training 1899-1900, special consideration will be given to any promotion in Classification to which they would have been entitled, when fixing their future incomes from the State.

Arrangements for
joining the
new Grades.

37. For Principal Teachers who were in the service as Principal Teachers before the 1st of April, 1900, the following special arrangements are made for joining the new Grades :—

(a.) Principal Teachers of any Class in Schools with an average attendance of 10 but under 20, having incomes (exclusive of Residual Capitation Grant) less than the Grade Salary assigned in Rule 11 for Third Grade Teachers, receive as an initial salary from the 1st April, 1900, the Grade Salary so assigned for Third Grade Teachers.

(b.) Principal Teachers of any Class having incomes less than the maximum income (exclusive of Residual Capitation Grant) assigned in Rule 11 for Third Grade Teachers, are eligible for an increase of income by an increment or by increments, as Continued Good Service Salary, or otherwise, to the maximum limit of the scale of income so assigned for Third Grade Teachers.

Provided that the average attendance in the schools of such classed Teachers is not less than 20.

(c.) Principal Teachers of the First or Second Class having incomes less than the maximum income (exclusive of Residual Capitation Grant) assigned in Rule 11 for Second Grade Teachers, are eligible for an increase of income by an increment or increments, as Continued Good Service Salary or otherwise, to the maximum limit of the scale of income so assigned for Second Grade Teachers.

Provided that the average attendance in the schools of such Classed Teachers is not less than 30.

(d.) Principal Teachers of the First Class having incomes less than the maximum income (exclusive of Residual Capitation Grant) assigned in Rule 11 for Second Division of First Grade Teachers, are eligible for an increase of income by an increment or increments, as Continued Good Service Salary or otherwise, to the maximum limit of the scale of income so assigned for Second Division of First Grade Teachers.

Provided that the average attendance in the schools of such Classed Teachers is not less than 50.

(e.) Principal Teachers of the First Division of First Class having incomes less than the maximum income (exclusive of Residual Capitation Grant) assigned in Rule 11 for Teachers of the First Division of First Grade, are eligible for an increase of income by an increment or increments, as Continued Good Service Salary or otherwise, to the maximum limit of the scale of income so assigned for Teachers of the First Division of the First Grade.

Provided that the average attendance in the schools of such Classed Teachers is not less than 70.

38. Assistant Teachers in the service before the 1st April, 1900, while retaining their classification, come, for financial purposes, under the new system of gradation and consequent emolument, in accordance with the following conditions :—

If such Teachers have incomes (exclusive of Residual Capitation Grant) higher than the maximum limit of the scale of incomes assigned for Assistant Teachers, they may retain such higher income as personal so long as they remain Assistants.

If such Teachers have incomes (exclusive of Residual Capitation Grant) less than the maximum limit of the scale of incomes assigned for Assistant Teachers, they are eligible for an increase of income by an increment or by increments, or otherwise, to the maximum limit of such scale of incomes.

39. In small schools of from 10 to 19 pupils in which men were employed as Teachers before the 1st April, 1900, such Teachers are paid a personal income equal to the salary fixed for Male Teachers of the Third Grade, with Annual Capitation Grant, so long as they remain in charge of the schools.

40. The cases of Assistants highly classed under the rules hitherto in force, but not receiving full class Salary, may be specially considered on their promotion to Principalships.

41. Teachers in the service before the 1st April, 1900, who, under the rules hitherto in force, were not required to be trained as a condition of promotion to First Class, continue to enjoy a similar privilege with regard to gradation, but must qualify for promotion in other respects in accordance with the foregoing conditions.

42. Model School Teachers and others in the service prior to the 1st April, 1900, having scales of salaries better than those now fixed (see Rule 11) will be allowed to retain such scales as personal so long as they occupy the same or similar positions as they did on the 31st March, 1900.

43. Cases in which in the judgment of the Commissioners any of the rules in Section III. would operate inequitably, will be specially considered.

IV.—RULES APPLICABLE TO CONVENT AND MONASTERY CAPTATION SCHOOLS AND TO SPECIAL TEACHERS.

44. The Conductors of Capitation Convent and Monastery Schools receive Convent Schools. Capitation Grants in lieu of all emoluments from the State. The rate of the Capitation Grant for the year commencing 1st April, 1900, is, in each case, at least equal to the average State income of the school per head, calculated as a rule on the average attendance for the three years ended on the 31st March, 1900. There will be three rates of Capitation Grant (exclusive of Residual Capitation Grant under the provisions of the Fourth Schedule to the Irish Education Act of 1892), viz., 25s., 30s., and 35s. All schools having an average Capitation Grant (exclusive of Residual Capitation Grant) less than 25s. will receive the 25s. rate as from the 1st April, 1900. All schools having an average Capitation Grant (exclusive of Residual Capitation Grant) greater than 25s. but less than 30s. may reach a Capitation Grant of 30s. by triennial increments of 1s. to the average Capitation Grant, and all schools having an average Capitation Grant (exclusive of Residual Capitation Grant) greater than 30s. but less than 35s., may reach a Capitation Grant of 35s. by triennial increments of 1s. to the average Capitation Grant. These Capitation rates, plus the Residual Capitation Grant, will include all payments from the State for work done during the ordinary school hours.

Convent and Monastery Capitation Schools having incomes from the State (exclusive of Residual Capitation Grant) equal to a Capitation Grant higher than the maximum Capitation Grant, will be paid at the higher rate for three years on the understanding that such payment, together with Residual Capitation Grant, will cover all work done in the school both *inside and outside school hours*. At the end of the three years, dated from the 1st April, 1900, such schools will be paid for work done during the ordinary school hours only at the maximum Capitation rate fixed for Convent and Monastery Schools, plus Residual Capitation Grant. For extra branches taught *outside school hours*, the Conductors will then receive the usual fees. Should any of these Convent Schools wish to come under the new Regulations before the expiration of the three years' period, they will have the privilege of doing so.

No Convent Capitation School, aided for the first time, can be granted more than the 25s. rate and Residual Capitation Grant.

The rate of the Capitation Grant in the case of Convent Schools will be determined in future by the Board after consideration of the work done in the school, and of the reports thereon, and may be increased or diminished at the discretion of the Commissioners.

Workmistresses,
Industrial
Teachers, and
Junior Literary
Assistants.

45. No new appointments of Workmistresses, Industrial Teachers, or Junior Literary Assistants, will be made, but a class of Teachers will be recognised as "Manual Instructresses," and will be expected to give instruction not only in Needlework, but also in Kindergarten, Hand-and-Eye Training, and Object Lessons. They must give service during the entire school day.

In schools where the average attendance of girls is less than twenty, Manual Instructresses will be paid a Capitation Grant of £1 for each girl in average attendance. In schools where the average attendance of girls is twenty or over, but where the total attendance does not warrant the employment of an Assistant, Manual Instructresses will be paid a uniform salary of £24 per annum. In cases of new appointment, Manual Instructresses will not be recognised except in schools where there are no female Teachers.

Industrial Teachers in the service prior to the 1st April, 1900, having incomes from the State greater than those now fixed for Manual Instructresses, will retain such incomes as personal, so long as they remain in their present schools.

Workmistresses in the service prior to the 1st April, 1900, will not be expected to give instruction in other subjects besides Needlework, unless they are competent to do so, when they may be recognised as Manual Instructresses, but they must assist the Teachers generally in conducting the Schools.

V.—RULES APPLICABLE TO THE EXAMINATION, INSPECTION, AND ORGANIZATION OF SCHOOLS; THE PROGRAMME, &c.

Inspection and
examination.

46. The individual examination of all the pupils of the schools in each subject of the Programme is abolished, except in very special cases, and the payments based on such examinations—hitherto known as Results Fees—are abolished in all cases.

47. All schools are examined fully, except in very rare cases, at least once a year, but the examination is not necessarily, or in ordinary cases, an individual examination of all the pupils. In addition to the annual examination, the schools are visited and inspected as often as the Inspector may deem necessary, or the time at his disposal permits.

48. The Commissioners consider it desirable that, in addition to the regular examinations by Inspectors, Managers should make arrangements for holding periodic examinations of the pupils, at which the parents of the children may attend.

49. It is open to Local Managers to furnish to the Commissioners yearly a Report on each National School under their jurisdiction.

50. The Principal Teacher of each school is required to furnish to the Inspector, through the Manager, every year, immediately prior to the annual examination, a "Progress" Table, showing the progress made during the year by the pupils individually, and in cases where there has been no progress, specifying the reasons. This Progress Table is considered by the Commissioners along with the Reports on the schools.

Organization.

51. The systems of School Organization hitherto in operation are not now insisted on. Managers and Teachers have freedom of organization under systems approved by the Commissioners.

Curriculum.

52. The Results Programme is abolished. The Revised Programme is substituted therefor.

53. The ordinary Day School subjects are (a) English (including as sub-heads, Reading, Writing, Spelling, Grammar, and Composition), (b) Arithmetic,

(c) Kindergarten and Manual Instruction, (d) Drawing, (e) Object Lessons and Elementary Science, (f) Singing, (g) School Discipline and Physical Drill, and in Girls' schools in addition, (h) Cookery and Laundry Work, (i) Needlework. Detailed Syllabuses in each Day School subject are issued by the Commissioners. Geography and History are not specified as Day School subjects; but during the Reading Lesson the Teachers are expected to convey a sufficient knowledge of these subjects, by the use of Literary, Geographical, and Historical Reading Books.

54. The Commissioners sanction Irish, French, Latin, Mathematics, and Instrumental Music, as optional branches that may be taught in all National Schools, and that may be taught in these Schools during the ordinary school hours, provided the adequacy of the course of instruction in the ordinary Day School subjects is not impaired or hampered thereby.

55. Payment for approved Extra Branches taught outside school hours will be made under the following conditions, and at the rates specified:—

Where systematic instruction has been given before or after the regular school hours at least once a week during the school year, and that such weekly instruction is of at least one hour's duration, or where similar instruction is given twice a week, each lesson being of half-an-hour's duration, the teacher, if approved as competent by the Inspector, may receive a fee for each pupil who has been in *bona fide* attendance throughout the course in a class which has passed the tests applied by the Inspector at end of the course.

The fees are as under:—

Irish Language,	.	.	.	10s. per pupil
French	"	"	"	5s. "
Latin	"	"	"	5s. "
Mathematics,	.	.	.	10s. "
Instrumental Music,	.	.	.	5s. "

Not more than two Extra Branches can be paid for without special sanction of the Board.

56. Within the limits of the curriculum Managers can, with the approval of the Commissioners, arrange the Programmes of their schools, so as to suit the needs of the localities in which the schools are situated.

57. The Commissioners earnestly recommend to the attention of Managers General the desirability

(a.) of making every National School comfortable by being properly furnished, lighted, and ventilated, and duly heated in winter;

(b.) of providing a small library for each school, and a small museum of natural objects, &c., furnished, as far as possible, by the pupils themselves;

(c.) of having a lavatory, and facilities for washing the hands and faces, combing the hair, &c., wherever possible, but especially in schools situated in the poorer localities of the country;

(d.) of stimulating the school children to greater industry by a system of school prizes to be distributed, not alone for literary attainments, but for regularity of attendance, personal tidiness, good conduct, and politeness.

A. R. HAMILTON, }
P. E. LEMASS, } Secretaries.

OFFICE OF NATIONAL EDUCATION, DUBLIN,
28th March, 1901.

